

PRECEDENCE TO: ROUTINE DTG: 271125Z JUN 08
PRECEDENCE CC: ROUTINE
TYPE: DMS SIGNED/ENCRYPTED
FROM PLA: CNO WASHINGTON DC
FROM D/N: C:US,O:U.S. Government,OU:DoD,OU:NAVY,OU:ORGANIZATIONS(uc),
L:DISTRICT OF COLUMBIA,L:WASHINGTON,OU:CNO WASHINGTON
DC(uc)
SUBJECT: NAVY PERFORMANCE EVALUATION AND COUNSELING SYSTEM
POLICY/CREATION OF E7-E9 EVALUATION AND COUNSELING FORM
TEXT:
UNCLASSIFIED//

FM CNO WASHINGTON DC//N1//
TO NAVADMIN
INFO CNO WASHINGTON DC//N1//
UNCLAS //N01610//
NAVADMIN 176/08

MSGID/GENADMIN/CNO WASHINGTON DC/N1/JUN// SUBJ/NAVY PERFORMANCE
EVALUATION AND COUNSELING SYSTEM POLICY/CREATION OF E7-E9 EVALUATION
AND COUNSELING FORM// REF/A/DOC/NAVPERS 1616/27// REF/B/DOC/ NAVPERS
1610/2// REF/C/DOC/BUPERSINST 1610.10A/20 SEP 05// REF/D/DOC/OPNAVINST
6110.H/15 AUG 05// NARR/REF A IS NAVPERS 1616/27 (6-08), EVALUATION AND
COUNSELING RECORD (E7-E9). REF B IS NAVPERS 1610/2 (03-02), FITNESS
REPORT AND COUNSELING RECORD (E7-O6). REF C IS BUPERSINST 1610.10A,
NAVY PERFORMANCE EVALUATION SYSTEM. REF D IS OPNAVINST 6110.1H,
PHYSICAL READINESS PROGRAM.// RMKS/1. THIS NAVADMIN INTRODUCES REF A
AS THE E7-E9 EVALUATION AND COUNSELING RECORD (CHIEFEVAL), REPLACING
THE CURRENT FITREP, REF B, FOR CHIEF PETTY OFFICERS (E7-E9). THE
CHIEFEVAL INCORPORATES CHIEF PETTY OFFICER EXPECTATIONS AS PERFORMANCE
TRAITS, WHICH COMPLETES ALIGNMENT OF CHIEF PETTY OFFICER EXPECTATIONS,
SELECTION GUIDANCE, AND EVALUATIONS.

2. FUNCTIONALLY, THE CHIEFEVAL AND THE CURRENT FITREP DIFFER ONLY IN
BLOCKS 5 AND 33 THROUGH 39. ALL FITREP WRITING GUIDANCE IN REF C
APPLIES DIRECTLY TO THE CHIEFEVAL, WITH THE FOLLOWING AMPLIFYING
INSTRUCTIONS:

A. FITREP PERFORMANCE TRAIT COMMAND OR ORGANIZATIONAL
CLIMATE/EQUAL OPPORTUNITY IS EVALUATED IN THE CHARACTER TRAIT OF THE
CHIEFEVAL. IT IS VITAL TO OUR SUCCESS THAT CHIEF PETTY OFFICERS
SEAMLESSLY INTEGRATE DIVERSITY INTO THE FABRIC OF THEIR CHARACTER AND
INTO THE COMMAND'S EVERY DAY ACTIVITIES.
A GRADE OF 2.0 IN CHARACTER MUST BE SPECIFICALLY SUBSTANTIATED IN BLOCK
41. IF A 2.0 GRADE IN CHARACTER IS ASSIGNED, THE REPORT IS CONSIDERED
ADVERSE AND THE CHIEF PETTY OFFICER (E7-E9) IS NOT ELIGIBLE FOR
ADVANCEMENT, OR ELIGIBLE TO RECEIVE A RECOMMENDATION OF PROMOTABLE.

B. EVALUATION OF CONTRIBUTIONS TO THE CNO'S RETENTION AND
ATTRITION GOALS IS SPREAD ACROSS DECKPLATE LEADERSHIP, PROFESSIONALISM,
LOYALTY AND CHARACTER.

C. FITREP PERFORMANCE TRAIT MILITARY BEARING IS EVALUATED IN THE
CHIEFEVAL AS A COMPONENT OF THE PROFESSIONALISM TRAIT.
THIS WILL INCLUDE SPECIFIC PHYSICAL FITNESS ASSESSMENT INFORMATION PER
REF D GUIDELINES.

D. THE CRITERIA FOR AN ADVERSE CHIEFEVAL REMAINS THE SAME AS THE
FITREP EXCEPT AS OUTLINED IN PARA 2.A ABOVE.

3. EFFECTIVE 1 JULY 2008, REF A AND THE OPERATORS QUICK REFERENCE
GUIDE, CAN BE DOWNLOADED FROM THE BUPERS WEBSITE AT

[HTTP://WWW.NPC.NAVY.MIL/CAREERINFO/PERFORMANCEEVALUATION/SOFTWAREFORMS/](http://www.npc.navy.mil/careerinfo/performanceevaluation/softwareforms/)

. THE CHIEFEVAL WILL BE USED FOR THE FIRST TIME TO COINCIDE WITH THE REGULAR E7 AND E8 REPORTING PERIOD ON 15 SEPTEMBER 2008. FOR THIS EVALUATION PERIOD, THE 15 DAY MAILING PROCEDURE IS HEREBY EXTENDED 30 DAYS. SEPTEMBER 2008 E7-E9 EVALUATIONS MUST BE MAILED TO COMNAVPERSCOM NLT 31 OCTOBER 2008.

4. POINT OF CONTACT IS COMNAVPERSCOM (PERS-311) CUSTOMER SERVICE AT (901) 874-3313/4881/DSN 882.

5. FILE COPY OF THIS NAVADMIN WITH REF C. BUPERSINST 1610.10B WILL BE RELEASED EARLY JULY AND WILL INCORPORATE ALL PREVIOUS MSG CHANGES.

6. RELEASED BY VADM M. E. FERGUSON III, N1.//